

## **Annex A — 2<sup>nd</sup> Minister Josephine Teo's Congratulatory Note to MHA Scholarship and Sponsorship Award Recipients**

Dear Colleagues,

Congratulations on receiving your MHA Scholarship / Sponsorship / Study Award / Book Prize. I am happy that 156 Home Team officers are receiving the award this year to pursue further studies. The award acknowledges your outstanding service and commitment and passion in keeping Singapore safe and secure, as well as your potential to contribute more to the Home Team.

2. This is a significant milestone in your career. I would have liked to congratulate and present the award to you in person. However, given the COVID-19 situation, we had to cancel all large-scale events.

### **An Effective Home Team, trusted by Singapore**

3. The Home Team has done very well to keep Singapore safe and secure. In the 2019 Gallup Global Law and Order report, Singapore is ranked the safest country in the world, for the sixth year running. In the 2019 Home Team public perception survey, 9 out of 10 respondents agreed that the Home Team is fulfilling its mission of keeping Singapore safe and secure. There is similarly a high level of confidence that Home Team officers will perform our jobs objectively and with integrity.

4. The trust that our people have in us is hard-earned and must be carefully safeguarded. A number of global incidents in the past year have shown us how easy this trust between law enforcement agencies and the community can be broken. For instance, in the United States of America, many people took to the streets to demonstrate against what they perceived as Police violence; in Hong Kong, the community's relationship with the Police force became severely strained over the past year of unrest.

5. We cannot take the peace and harmony we enjoy in Singapore for granted. Public expectations will continue to rise as Singaporeans look to the Home Team to uphold the safety and security of Singapore in a professional and capable manner. MHA must continue to invest in building a stronger organisation and an ever-ready force to deal with any challenges that come our way.

### **A Competent and Future-ready Home Team**

6. To enhance operational effectiveness and be future ready, we began the Home Team Transformation journey in 2015. Core to our transformation effort is the significant investment in technology, extensive engagement of the community, and stronger Home Team integration in operations and support functions. Equally importantly, we devoted extensive resources and effort to invest in our officers' development. A competent workforce that is ready to take on new or redesigned roles is key to ensuring the continued safety and security of Singapore.

7. We have identified and rolled out efforts to upskill every officer with basic proficiency in transformational and strategic skillsets, such as technology literacy, cyber security, design thinking and behavioural insights. Attributes, such as resilience, flexibility & adaptability, as well as emotional intelligence are also critical for officers to develop a positive growth mindset and thrive in an ever-evolving environment.

8. In addition, we provide opportunities for Home Team officers to upgrade themselves academically. For example, the Home Team partnered the Singapore University of Social Sciences to develop a full-time Bachelor of Public Safety and Security (Honours) programme and the Certificate of Home Team studies. As part of continuous learning and upgrading, we support our officers every year, through scholarships and sponsorships, to pursue further studies to learn new knowledge and skills and expand their network. I am glad that you are making use of these opportunities. I encourage you to adopt an open mindset, question issues, share your perspectives, and maximise your learning and exposure during your studies.

9. I wish you all the best in your studies, and look forward to your continued contributions to the Home Team upon your graduation, as you return with a renewed purpose to serve.

10. Thank you.

**Mrs Josephine Teo**  
**Minister for Manpower & Second Minister for Home Affairs**

## **Annex B — Award Categories**

### **A) MHA Postgraduate Scholarship Programme**

Under the MHA Postgraduate Scholarship Programme, eligible officers may be sponsored for full-time postgraduate studies at local or overseas universities to enhance their professional development and growth. Officers will receive full sponsorship of tuition fees and full pay. This year, eight officers are awarded the MHA Postgraduate Scholarship.

### **B) MHA Postgraduate Sponsorship Programme**

Under the MHA Postgraduate Sponsorship Programme, eligible officers may pursue a full-time or part-time postgraduate programme at local or overseas universities to deepen their domain expertise and attain professional recognition in their domain areas. Officers will receive sponsorship of tuition fees of up to \$40,000. This year, four officers are awarded the MHA Postgraduate Sponsorship.

### **C) MHA Degree Scholarship Programme**

Under the MHA Degree Scholarship Programme, officers will receive full sponsorship of tuition fees and full pay while pursuing their full-time degree studies in local universities. This year, 31 officers are awarded the MHA Degree Scholarship.

### **D) MHA Degree Sponsorship Programme**

Under the MHA Degree Sponsorship Programme, officers may pursue a full-time or part-time degree programme at local or selected overseas universities. Sponsored officers will receive sponsorship of course fees of up to \$40,000. This year, 76 officers are awarded the MHA Degree Sponsorship.

### **E) MHA Study Award**

The MHA Study Award aims to provide developmental opportunities for all Home Team Officers. Officers can apply for the MHA Study Award for postgraduate programmes, degree programmes, diplomas or programmes that lead to a formal certification. Eligible officers can receive up to 80 per cent reimbursement of compulsory course fees for programmes directly relevant to the Home Team (up to \$20,000). This year, 37 officers are awarded the MHA Study Award.

## **F) MHA Book Prize**

The MHA Book Prize serves to motivate our officers to achieve academic excellence. It is awarded to the top two MHA students in each cohort and the top three MHA students with the best dissertation papers in the Bachelor of Arts (Honours) in the Criminology and Security Programme offered by the Singapore Institute of Technology, in partnership with the University of Liverpool, UK. This year, nine officers, from the different years of study, are awarded the MHA Book Prize.